Convoy Dispatch

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 • www.tdu.org

August 2008 #253

Contract Givebacks and How to Stop Them

The 2008 bargaining round produced the most concessionary national contracts in Teamster history.

Now employers want more.

Teamsters are getting involved to stop the corporate takeaways and rebuild our union's power.

Over the last year, the Hoffa administration has given employers the most concessionary deals in Teamster history.

Now employers are lining up to see how far our union will let them go in violating these contracts. Once again, UPS is leading the charge.

An investigation by Teamster for a Democratic Union has confirmed that UPS is cheating members out of the full-time jobs we won under the 1997 and 2002 contracts.

The contract requires UPS to create and maintain 20,000 good full-time jobs by combining low-wage part-time positions.

The deadline for completing this full-time job creation passed on Aug. 1. But thousands of these jobs were never created or have been eliminated because UPS does not fill many positions that go vacant.

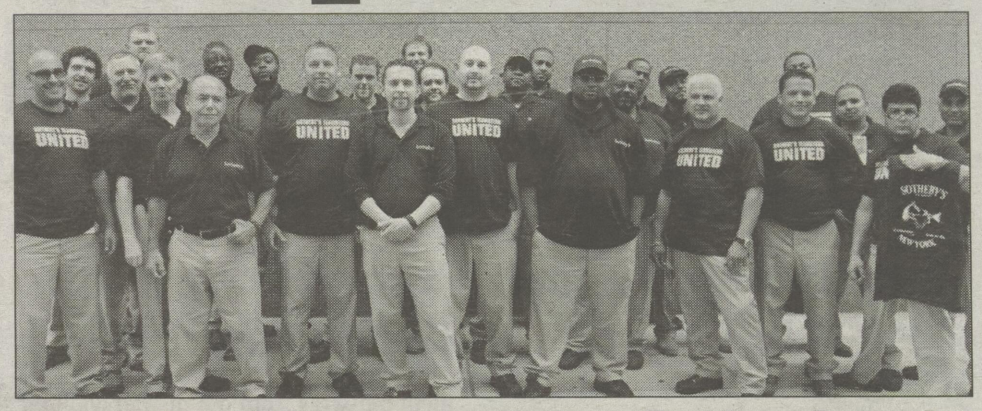
Members are getting involved to make UPS deliver the full-time jobs we were promised.

In 2008, the Hoffa administration gave away record concessions to the biggest Teamster employers, not as a last resort but as its bargaining strategy.

Our report on the 2008 bargaining round explains what happened and why, and most importantly, what we can do about it.

Teamsters for a Democratic Union brings together Teamsters in every jurisdiction to enforce our contracts, stop more corporate takeaways and win stronger agreements in the future.

If you're concerned about our union's direction and want to do something about it, get involved today. We can protect what we've got, but only if we're organized.

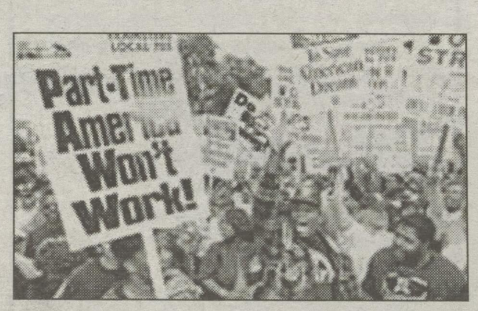


How Local 814 Members Put an End to a Decade of Concessions and Won a Strong Contract

Local 814 Teamsters at Sotheby's beat concessions and won their best contract in more than a decade. They got the training they needed to launch a winning contract campaign in TDU workshops and at the TDU Convention. They'll be at this year's TDU Convention to help show other Teamsters how to replicate their contract success. **Find out more on pgs. 5 and 12.**

The 2008 Concessions

The Hoffa administration bargained record givebacks in every national contract in 2008. Why did this happen and what can members do about it? **Pg. 3.**



Full-Time Jobs Takeaway

How UPS is cheating us out of full-time jobs—and what members and our union can do to make UPS create all 20,000 jobs they owe us. **Pg. 7.**

"Members in my local are joining Teamsters for a Democratic Union to protect our pensions and stand up for stronger contracts. There's power in numbers. Join today."

Kenny Walker, UPS
Local 355, Baltimore

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

Other _____

___ $40 one-year membership & subscription to *Convoy Dispatch*

___ $95 three-year membership fee

___ $25 for spouses, and Teamsters who gross less than $22,000 a year

___ $25 for retirees. Retired from Local _____

❑ Check or money order

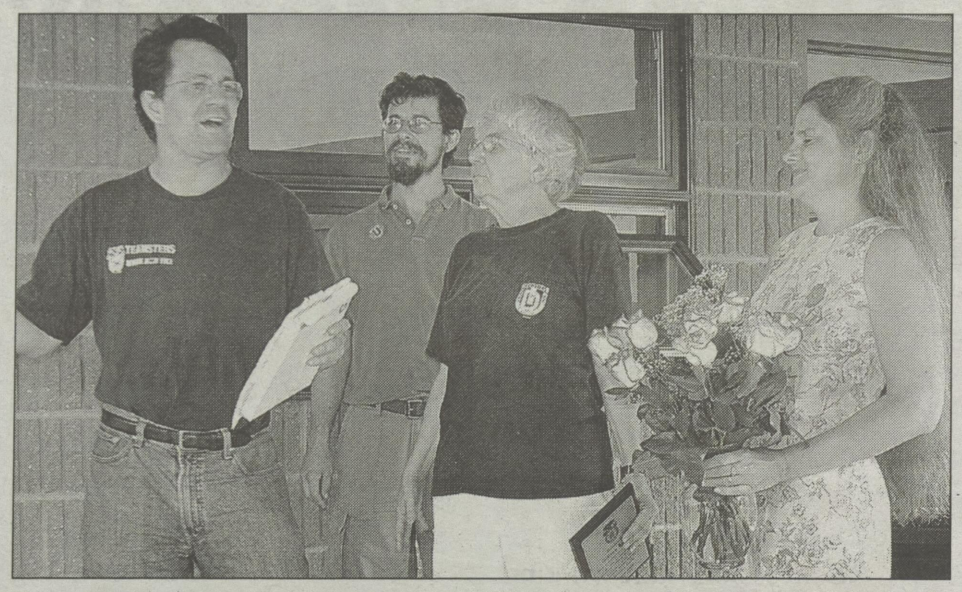
Mastercard/Visa # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Letters From Our Members



Twin Cities Teamsters honor Gillian Furst (center), a founder and veteran leader of the Minnesota TDU Chapter. The Chapter's annual picnic commemorates the 1934 Minneapolis Teamsters Strike that launched Teamster organizing in freight.

Zuckerman Out to Lunch in Carhaul Negotiations

Thanks to the heads up from TDU, Local 325 members who work the railyard under the carhaul contract met the IBT deadline and submitted proposals for national negotiations.

According to the carhaul division, five of the original seven were considered. Zero made it in to the proposed contract.

We're still waiting for Fred Zuckerman to return six email requests for an explanation as to why.

It looks like Zuckerman is out to lunch. He thinks a wage freeze is something we have to live with and a COLA isn't needed until 2010.

Maybe Zuckerman should take a wage cut in solidarity with other carhaulers. Oh, that's right, he just got another raise. Next time, I'd rather spin a wheel to see what we get in our contract than have Zuckerman negotiate it.

Thanks for nothing, Mr. Zuckerman!

Mike McGee
Local 325, Auto Releasing
Rockford, Ill.

Stop Cozying Up to Management

Last month, UPS brought in management big-wigs from our district and told us to call in if we had a complaint.

A lot of members called in to tell management to stop cutting so many feeder runs from our building. We've lost several runs this summer to other buildings, and our center manager is trying to avoid paying moving expenses.

Guess who answered the "complaint line"? Another union member—a trustee on our e-board, in fact.

Our union officials are already too cozy with management where I work. They only put up a stink about the runs we're losing when we make them. Now they're answering management's phone?

Our officials don't need to listen in to management's complaint line to find out what our problems are. All they need to do is ask us.

I just put in my retirement, so I won't have to put up with management's games anymore. But I'm not going anywhere. Maybe I'll open up the Staunton TDU office.

Doug Carpenter
Local 29, UPS Retired
Staunton, Va.

A Strong Network: How We Won Good Pensions

In the '90s, TDU built a nationwide movement to get pension improvements.

Without TDU's organizing efforts, those improvements would not have been possible. I'm proud to say I was a part of that movement.

Having a network of members in our area is vital. I got to know a lot of feeder drivers in every barn. I would get copies of flyers and *Convoys* to them, and in turn, they would pass them out.

I didn't stop with UPS. I also knew a lot of freight drivers and expanded my reach through them, and also some of the white paper barns, too.

You definitely need a good network in any campaign. TDU did a great job of building them nationally and a lot of members did a good job getting the message out.

I find it very hard to believe that after the fight a lot of us members waged to win better contracts and pensions throughout the '80s and '90s, the company and union are taking away what we earned, just like that.

Members should know just what TDU has won for them over the years. I hope that TDU will win back the IBT for the members—and for that to happen we will need a very strong network.

We've done it before, and we can do it again.

Tommy Burke
Local 391, UPS Retired
Fayetteville, N.C.

Corrections to Our Last Issue: Bob Ream in Local 150 was incorrectly listed as working at General Produce; he works at Young's Market. Mike Waine from Local 174 was listed as Waste Management, but he works at Allied Waste.

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.
E-mail: tdudetroit@tdu.org
Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287.
E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at **www.tdu.org** and use the link provided there, or e-mail your letter to **letters@tdu.org**.

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TDU International Steering Committee

Co-Chairs:
Frank Halstead, Los Angeles Local 572
Sandy Pope, New York Local 805
Michael Ruscigno, New York Local 802
Michael Savwoir, Kansas City Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Gary Brooks, Chicago Local 705
Willie Hardy, Memphis Local 667
Joe Sexauer, Chicago Local 743

Members:
Dan Campbell, Milwaukee Local 200
Duke Clark, Chicago Local 726
Nichele Fulmore, North Carolina Local 391
Toni Jackson, Memphis Local 667
Stefan Ostrach, Oregon Local 206
Rick Sather, Minneapolis Local 638
Walter Taylor, New York Local 814

Alternates:
Alex Tenchavez, Los Angeles Local 396
Hugh Sawyer, BLET Div. 316
Jim Reynolds, New York Local 804

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Nov. 2007 for one year. Our Rank & File Convention had 250 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Teamster National Bargaining Round:

Concessions as Union Strategy

Over the past year, the Hoffa administration has negotiated the most concessionary master contracts in the history of the Teamsters Union.

Why did this happen? And what can we do about it?

Over the past year, the International Union leadership has signed four national contracts in the trucking industry, covering nearly 350,000 Teamsters, and setting the pattern for many more.

In each case, the Hoffa administration gave our largest Teamster employers record givebacks. The 2008 contracts are the most concessionary master agreements in the history of the Teamsters Union.

We need to understand why this happened, and what we can do to stop future concessions and build a stronger Teamsters Union.

No one will deny that times are tough. But the 2008 concessionary contracts were not caused by the weak economy or industry problems.

The 2008 master contracts are the most concessionary in Teamster history.

If failing companies were the reason our negotiators agreed to concessions, our union would not have given billions in givebacks to UPS when the company was making record after-tax profits of more than $4 billion a year.

Jim Hoffa, Ken Hall, and other top Teamster negotiators did not turn to concessions as a last resort. They adopted concessions as a *strategy*—one that they implemented at UPS, freight, DHL and in carhaul.

In each case, our union agreed to trade away bedrock contract standards in exchange for the union getting new members—or just maintaining membership—under declining standards.

Concessions at UPS

Our International Union negotiated the UPS contract—telling members that early talks were needed to protect members' benefits. In reality, chief negotiators Jim Hoffa and Ken Hall had a different goal in mind: trading away the historic gains of the 1997 UPS strike in exchange for the right to organize UPS Freight.

Hoffa and Hall negotiated a deal that let the company take 44,000 Teamsters in 25 states out of the Central States Pension Fund. That concession saved the company billions by sticking those Teamsters with a pension that will be far below Teamster plans by the end of the contract.

Hoffa and Hall also gave away the contract language that requires the company to eliminate low-wage part-time jobs and create full-time jobs in their place.

In exchange for these and other givebacks, UPS agreed to allow unionization of UPS Freight. That's a positive gain. But working Teamsters even got the short end of this deal. Our union agreed to put UPS Freight under a substandard contract that undermines our National Master Freight Agreement.

Through UPS Freight, UPS is now in position to take work from Teamster freight carriers.

The IBT Freight Division wasn't happy with splitting the pension fund, or with giving UPS Freight a sub-par contract. Their concerns were brushed aside.

Have Concessions Worked?

Once the mighty UPS cleaned up at the concession stand, the other employers were ready to do the same business with the Hoffa administration.

At DHL, our union gave the corporation its number one goal: part-time labor.

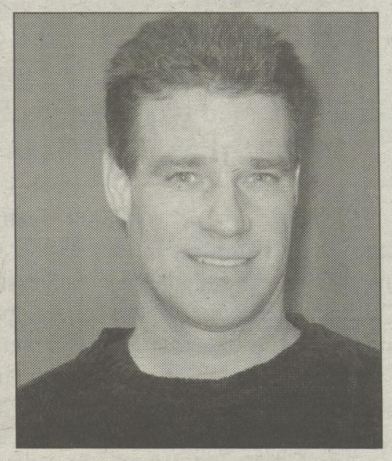
Isolated, we are weak. But united, we can rebuild union power.

The union's pitch was that now the company would grow. But, just two months after the contract was approved, management started laying-off full-time Teamsters, and offering them to come back as part-timers!

DHL also agreed to allow unionization at gateways and hubs. But now they are cutting back or closing those facilities. So the concession strategy here has been a terrible failure in short order.

In the freight contract, the corporations got total control over working conditions and a new "utility" classification. And they got the ability to hire low-wage part-time labor. Due to the recession, not many have been hired yet.

A New Direction for Our Union



Art Dorsch, UPS Local 355, Baltimore

"Strong national contracts and pensions have given hundreds of thousands of working Teamsters a shot at the American Dream. Now that dream is under attack.

"Our union need a program to fight for contracts, pensions and working conditions that will make the nonunion competition want to join our union.

"Concessions hurt working Teamsters—and they make it harder for our union to organize.

"We can't count on Hoffa and other IBT officials to do it. We need a new direction for our union.

"Teamsters for a Democratic Union is our tool to make it happen."

Teamster members are voting on the most concessionary contract of all, the carhaul agreement, as we go to press. Our negotiators did not swap concessions for more dues-paying members. They surrendered decades of union gains without securing anything that will position our union to organize the nonunion competition in the industry.

The Foundation of Union Power

Strong national contracts and Teamster pensions are the foundation of our union's power.

Teamsters for a Democratic Union (TDU), along with other Teamster leaders and members, have opposed Hoffa's concessionary contracts because they hurt working Teamsters in the short term and make it harder to preserve industry standards and organize the nonunion competition over the long haul.

Our union is at its best when we inform, involve and unite Teamster members to put some muscle behind our bargaining demands—and when we take on corporate greed in a way that not only protects members, but inspires nonunion workers to support the labor movement—and want to become a part of it.

The 1997 UPS contract is a classic example of this strategy.

Get Involved

The 2008 bargaining round will be remembered as the year that top Teamster officials officially adopted concessions as a bargaining strategy.

Teamster members who don't like the direction our union took in 2008 can either complain about it—or get involved in pushing for a new direction.

At Teamsters for a Democratic Union, we are already preparing for the next bargaining round. We are building national networks of Teamsters at UPS, freight, DHL, carhaul and in other jurisdictions to share strategies for enforcing our contracts, defeating future concessions, and winning stronger agreements in the future.

If you're a concerned Teamster, we want to hear your ideas and we want you to get involved. Join TDU. Attend a local meeting or our upcoming TDU Convention.

Isolated, we are weak. But united, we can protect what we've got and rebuild union power.

"I for one am very glad to have TDU looking out for my best interests. They keep me informed and shed light on the important issues facing Teamsters today. We don't seem to be represented by our leaders. They don't have our goals in mind. I will take all the help I can get."

Chuck Brooks, Former PTS, Local 449, Buffalo

Get involved and join TDU today: Send in the box on page 1, call (313) 842-2600, or go to www.tdu.org/join.

Fear vs. Solidarity in Carhaul

"I've been working 34 years in carhaul and it is ridiculous how we're told we have to give up everything we fought for because of the latest economic downturn. It's a sad day when the union helps the companies play on our fears. It's corporate greed and poor leadership from the Teamsters Union that has contributed to the demise of a once proud and dedicated brotherhood of union carhaulers."

John Medina, PMT/Jack Cooper, Local 63, Southern California

As we go to press, 9,000 Teamster carhaulers are voting on a three-year contract that includes massive concessions. Carhaulers across the country are speaking out against the proposed contract.

The proposed three-year contract has a two-year wage freeze, which many carhaulers would be willing to live with because of the state of the auto industry.

But the concessions also give away many years of union efforts.

The proposal would gut Article 48 and allow locals to be played against each other; it would allow locals to agree to drivers' pay below the national contract; new concessions for "new business," which may be business that a carrier diverted for one year; the companies could open new terminals nonunion or under a sweetheart deal in the West; a tiered wage (lower wages for new hires) for the first time; it would allow the use of GPS to fire Teamsters; it would allow up to five dispatches before getting back home.

Campaign of Fear

We all know once we give away our rights, it is difficult to win them back.

Carhaul Director Fred Zuckerman and the International Union are responding with a campaign of fear and division. They are using the strike not as a threat against the employers, but against the members. ("If you vote No, we will put you on strike.")

Instead of uniting Teamsters, they are bullying anyone who disagrees. They have issued statements lying about TDU, lying about Local 604 leader John Thyer, and lying about what happened at local meetings to discuss the contract.

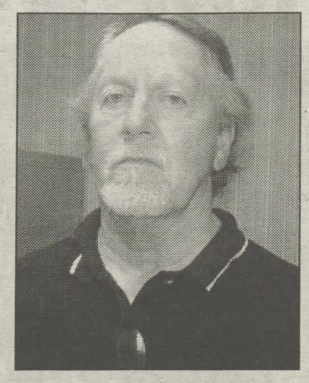
The vote comes down to solidarity on one side, and fear on the other. The International has not convinced many members that the massive concessions are a good idea, but they have scared many into believing that the IBT will not deliver anything better.

But many carhaulers know that if the contract is rejected, the employers will want to settle fast and many concessions may be pulled from the table.

Hundreds of carhaulers from coast to coast have become active and involved. It's time to build a strong rank-and-file network of stewards, members and supportive local officers for the future of our contract and industry.

TDU is committed to help make it happen.

St. Louis Votes No



"We had over 130 carhaul members at our contract meeting. Not a one supported the contract when they spoke. We had a unanimous No vote. We need to stand up and fight to maintain our jobs. We're Voting No to send them back to the bargaining table."

Gary Burch, Jack Cooper
Local 604, St. Louis

How TDU Won the Right to Contract Observers

Carhaul Teamsters will have observers at the contract vote count because TDU members spoke out and took action.

When the vote was taken on the 2003 carhaul contract, some Michigan Teamsters knew the result couldn't be right. These office and dispatch Teamsters had their own supplement, the Michigan Office Supplement, and knew it could not have passed.

They started networking, in Detroit, Flint, Lansing and Pontiac—and they confirmed that the reported "Yes" vote was false.

They decided to take action. In the end, they proved that the vote count was bogus. It didn't help them deal with their issue of job security, because the employers had a signed contract that was legally enforceable even if it had been voted down. But they did win a right for all carhaulers: to have observers—not just handpicked ones—for the vote count process.

Three Teamsters, Donna McCuiston and Rick Miazga in Local 299, and Ava Miller in Local 332, were represented by TDU attorney Barbara Harvey when they sued in federal court over the vote. They had signed, notarized affidavits from a majority of affected members that they had cast a No vote.

The IBT attorneys took depositions of all voters who said they voted No but couldn't shake even one.

The lawsuit revealed that the so-called election supervisor was not even present when the office supplement votes were counted. The International Union counted the votes privately in Washington, and faxed a form to the supervisor, who signed it, certifying a ballot count that he had not witnessed.

Rather than losing in court, the International Union settled the case with an agreement to grant observer rights in future contract ballot counts. As a result of the lawsuit, carhaulers won the right to have independent observers on all contract votes. The office workers were disappointed that they couldn't overturn the contract. But they were proud to win a new right for Teamsters.

There will be observers at the carhaul vote count.

How New Rights Are Won

That's how new rights are won for Teamsters. Members take action, with Teamsters for a Democratic Union (TDU) being the driving force.

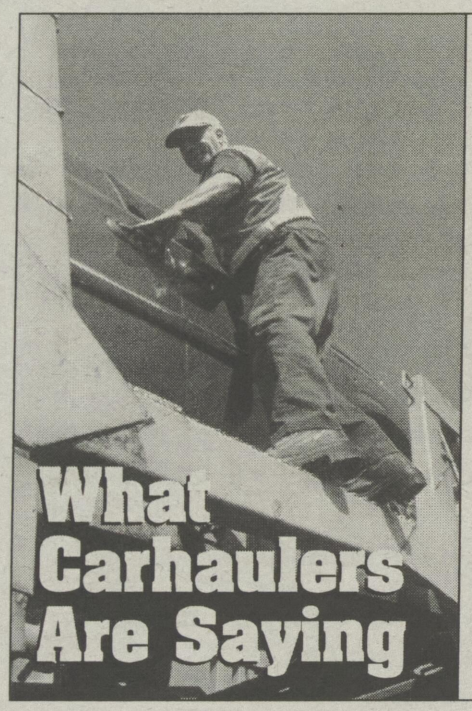
It was TDU that put forward the issue of the Right to Vote on Contract Supplements. We built support, we drafted the constitutional language, and in 1991, we won it at the IBT Convention, after delegate Tom Griffith of Local 776 gave a magnificent speech on the issue. We won a new right.

It was TDU that put forward the right to vote by Majority Rule (instead of 2/3 to reject) on contracts. TDU members fought for it, and finally went to court, and in 1988 we settled the case and won Majority Rule on contracts. Prior to that time, freight, UPS and carhaul contracts had all been imposed on the majority.

The right to vote on contracts by majority rule. The right to vote on contract supplements. The right to independent observers at the contract vote count.

These rights make our union more accountable to our members, and make our union stronger, They make it harder for employers to stick us with a bad contract.

Teamsters for a Democratic Union: where would Teamsters be without it?



"I love being a Teamster and I have told people with pride of my affiliation. But it has to mean something. And that is we stick together to protect our jobs and our contract."

Rodney Ewalt, Local 745, PTS—now Jack Cooper, Dallas, Texas

"First they asked us to give up 15 percent of our pay, and now they want us to vote to take away more time from our families."

Randy Coppert, Allied, Local 710, Chicago

"I've been very active the last five years as a steward and committeeman. I've always heard TDU was a non-credible left-wing faction but I've come to see it differently. I feel the powers that be like Hoffa and Zuckerman are only concerned about the number of dues payers, and not the quality of our Teamster jobs."

Chuck Newman, Jack Cooper, Local 580, Lansing, Mich.
(Third generation Teamster, second generation carhauler)

"It's time to take a stand or it's over for union carhaul. I've been a Teamster for over thirty years. I'm proud of being a brother. It's in my blood. I'm tired of seeing things continue to go backwards. Remember the words 'United We Stand'? Let's stand up, brothers and sisters!"

Mike Rinaudo, PMT, Local 287, San Jose, Calif.

Local 814 Members:

How We Stopped A Decade of Givebacks and Won a Strong Contract

In their last contract, Local 814 Teamsters at Sotheby's were locked out and took major concessions. Four years later, they won their best contract in more than a decade.

Learn the tools they used to win pay increases and a stronger union.

Local 814 Teamsters at Sotheby's Auction House work for a company that makes mega-profits selling priceless art to the super rich. So how is it that members always got stuck with concessions at contract time?

Three years ago, members were locked out and forced to accept huge concessions.

Today, Local 814 members at Sotheby's are celebrating a strong contract that put an end to a decade of givebacks. In July they won a three year contract that includes:

- **Wage increases** of five, four and three percent over the three-year contract—plus a cost of living increase (COLA).
- **An immediate hike in starting pay** of more than $2.50 an hour—from $13.25 to $15.89—and a new wage scale that closes the pay gap and brings all employees to at least $18.47 over two years. Employees who already have two years at the company will reach $19.86 by 2010—with long-time employees making $25 an hour and up.
- **Language improvements that strengthen union power** by strengthening grievance rights, putting limits on subcontracting and bringing temporary employees into the union.

"This is the first time in my 16 years in this union that we were organized and worked together to fight for a contract that we can be proud of," said assistant shop steward Dave Martinez.

The contract victory culminates a year-long campaign by rank-and-file members who worked with Teamsters for a Democratic Union to develop a strategy for winning a strong contract.

The keys to the successful contract campaign boil down to this.

Early Preparation

Members started preparing for bargaining nearly a year in advance.

Bargaining committee members attended TDU workshops where they went through the contract section by section, identifying weak language and rewriting it. They called a meeting with Local 814 where they presented dozens of carefully worded proposals.

This comprehensive, early preparation meant that members were prepared to argue persuasively to union officials and management for what they wanted in the contract and why.

Clear Priorities

In the past, management set the agenda for bargaining and put forward contract proposals to divide and conquer the membership.

This time, the bargaining committee put forward demands that united the membership They conducted a member-to-member bargaining survey. They incorporated members' demands into a comprehensive proposal that they reviewed with the members.

This process built unity by producing clearly defined priority demands that all members had a stake in and could get behind.

Communication and Mobilization

Members formed a separate organizing committee that was in charge of keeping members informed and organizing actions to show management that Local 814 Teamsters were united.

They began by wearing Teamster pins. They designed their own Local 814 contract T-shirts.

They collected money months in advance for their own Strike and Lockout Fund. That meant members had the money to wait out a lockout—the tool management used to win givebacks in the last contract.

As bargaining came to a head, members organized daily rallies where they got updates from their bargaining committee. The organizing committee set up a phone tree so they could quickly send text messages to the entire workforce.

Members would get the word and march through the auction house to hold a rally outside.

Management got the message that members were organized and united like never before.

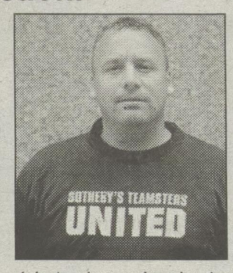
Celebrating and Looking Ahead

Members' advance preparation and mobilization campaign paid off. After an all-night bargaining session, management agreed to members' priority demands. Members ratified the agreement by nearly 90 percent.

Members are ready to use the lessons they learned to take on new challenges—including enforcing the new agreement.

The contract campaign took a lot of hard work, says Tommy McAllister, a bargaining committee member. "We put in a lot of weekends, nights. It was a lot of meetings and preparation. But it feels really, really good that it has paid off. It gives us the encouragement we need to keep moving forward and take on new challenges."

TDU Gave Us the Tools. We Put Them Into Action.



(photo: James Lamboy)

"Local 814 Teamsters at Sotheby's are celebrating a strong contract that puts an end to more than a decade of givebacks. We could not have done it without Teamsters for a Democratic Union.

"Local 814 members made this victory happen by getting informed and involved. TDU gave us the tools. We put them into action.

"That's how we won big wage increases, closed the pay gap, and got new language that will limit outsourcing and build our union's power for the future."

Tommy McAllister, Sotheby's, Local 814, New York

Organizing Was the Key

(photo: James Lamboy)

"Organization and communication were key to winning a good contract. We showed management that we were united and capable of taking coordinated action.

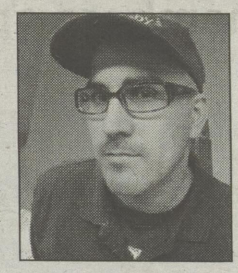
"As negotiations came to a head, we used text messages to give members the signal to meet outside for a bargaining update. Management would see almost the entire workforce meeting outside on our break.

"Instead of taking the elevator, we would march down the escalators in the middle of the building all the way down from the seventh floor. When 50 Teamsters do that together, wearing T-shirts that say 'Strong Today, Stronger Tomorrow,' that gets management's attention.

"They knew we weren't going to settle for a weak contract like in the past."

Francisco Gonzalez, Sotheby's, Local 814, New York

Early Preparation Made the Difference



"Last time, management had a comprehensive plan for how to weaken the union by changing contract language section by section. This time, it was the rank-and-file members of the bargaining committee who had systematically gone through the contract and made changes that would strengthen the union.

"We started nine months in advance at the TDU Convention and then attended contract trainings here in New York. Without that preparation and the training we got from TDU, management would have set the agenda for the negotiations and we would have been on the defensive.

"That's what happened in the past. We let management create tiers that trapped members at the bottom of the pay scale and divided the workforce. This time, we went on the offensive and won pay increases that closed the pay gap.

"Even management had to admit they had no idea how prepared we were going to be."

Dave Martinez, Sotheby's, Local 814 Asst. Steward, New York

Local 814 Movers Can Do It Too

"Local 814 movers have been rocked by contract giveaways that have gutted our pay and benefits and divided the membership into tiers that are pitted against each other.

"The members at Sotheby's have shown that it's possible to reverse givebacks and win a strong contract when members prepare early and get organized.

"Our contract is up for a reopener next May. Now is the time to start preparing a contract campaign. We can't keep using the same approach and expect different results."

Walter Taylor, Commercial Mover, Local 814, New York

Chicago Local 705 Settles with UPS

Local 705 Bargained Down to the Wire for a New Agreement at UPS

As *Convoy* goes to press, a tentative agreement has just been reached between Chicago Local 705 and UPS on a new contract covering some 11,000 Chicagoland Teamsters.

The union bargained down to the wire, negotiating to the last day before expiration. Management was forced to start diverting packages away from Chicago, and major shippers were near to canceling shipping contracts.

The union also put nearly 200 deadlocked grievances on the table to end management stonewalling.

On the last day of negotiations, the company dropped its hard-line approach and agreed to some key union demands.

Details on the tentative agreement are sketchy as we go to press. The union reportedly won an extra personal day off each year, and an extra week vacation (8 weeks total) at 30 years seniority. The union also won a large number of new feeder shuttle jobs.

Language Strengthened

A priority union goal was to win stronger contract language, and Local 705 reportedly won improvements on such issues as seniority and bidding rights, air operation and an improved grievance procedure.

Local 705 retained the right of package car drivers to limit workdays to 9.5 hours, without the language in the national contract that requires a driver to opt in or opt out of excessive overtime protections for five-month periods.

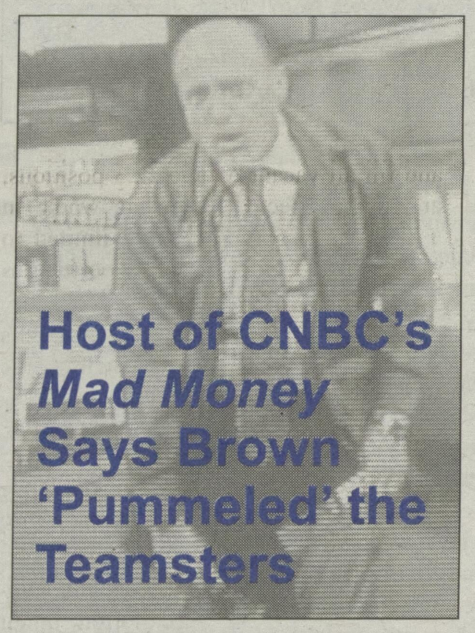
Chicago Local 705 is not party to the national contract and bargains separately. Generally the economic package has been the same, but there are serious differences in contract language.

Local 705 did not settle early when the International Union did but used the contract expiration deadline to maximize their bargaining leverage. Thousands of members wore T-shirts printed with "8-1 We're Done" and on July 20, over 3,000 members turned out to vote by 93 percent to give the union strike authorization.

One steward told us that the fact that the union put the union and company proposals on the union website helped educate and unite the membership.

We expect the details of the agreement to be available soon. Check www.tdu.org for information.

Did UPS 'Pants' the Teamsters?



Host of CNBC's *Mad Money* Says Brown 'Pummeled' the Teamsters

In the quote of the month, Jim Cramer, the host of CNBC's *Mad Money*, went off on our new contract at UPS, telling viewers that, "UPS pantsed the Teamsters," and that "Jimmy Hoffa must be rolling over in his Giants Stadium grave."

$640 Millions Savings

Cramer said the contract will save UPS $640 million over the next five years by allowing UPS to pay new drivers less than the top rate. Cramer called the giveback "a classic example of a union hosing over people who aren't members yet."

We don't know how Cramer calculated the $640 million—a figure that was also quoted in the *Wall Street Journal*. But we do know the contract is riddled with givebacks that will save the company big bucks.

Among the biggest is the full-time jobs giveaway—a concession that will soon deliver half a billion dollars in savings every year to UPS.

Our union gave away the Article 22.3 language that required UPS to create 10,000 new full-time combo jobs over the life of every contract. That concession will save UPS hundreds of millions of dollars every year. And by the fifth year of the contract, the company will save approximately $480 million every year by exploiting part-time labor instead of creating full-time combo jobs.

This is on top of the millions the company is currently taking from members by violating its obligations to create and maintain the 20,000 combo jobs we won in the 1997 and 2002 contracts. (See story, page 7.)

Big Money Giveaways

The full-time jobs rip-off is not the only big money giveaway. Our negotiators let UPS eliminate healthcare for new part-timers in their first year of employment. And they froze the part-time base wage for five years.

The single most valuable giveback UPS management got from Hoffa and Hall was splitting 43,000 workers out of the Central States Pension Plan. This one concession will literally save the company billions in the coming years—far more than the $6.3 billion the company paid to pull out of Central States.

No wonder UPS management bragged to the *Wall Street Journal* on July 23 about the big savings the company will get in the new contract

Splitting out of the Central States Pension Plan will save UPS billions in coming years.

CNBC's Jim Cramer put it like this: "I can't overemphasize the importance of this contract to UPS. Personally, I love unions. But professionally I love companies that have crushed unions. And UPS, you know what they just did: They pantsed the Teamsters!"

You can view the Cramer's comments on *Mad Money* at MakeUPSDeliver.org.

UPSers Get 35¢

UPS Teamsters got a 35¢ raise on August 1, the smallest raise in many years. Another 35¢ raise will follow in six months, for a total of 70¢ over the next year.

Last August 1, UPS Teamsters received a $1 raise. How much did gas and food cost then, compared to now?

The contract also didn't provide for a cost of living improvement this year, a serious problem when inflation has run at 4.5 percent. For a full-time Teamster, a 35¢ raise is just 1.25 percent, meaning a big loss in real wages.

One group of Teamsters involved with our UPS contract did get taken care of. They are the top union negotiators. James Hoffa received a $12,500 cost of living adjustment on July 1.

Ken Hall's cost of living adjustment on July 1 was $5,786. That's a much less bitter pill to swallow than 35¢.

Where's the UPS Contract?

It has been over seven months since the UPS contract was approved and implemented, but UPS contract books are still not available. When they want to rush through a contract vote, they can print everything up and mail it out within days. Why does it take so long to get us contract books?

If stewards and members have contract books, we can all do a better job of enforcing our contract and teaching newer Teamsters about our contract protections and rights.

UPS Full-Time Jobs Takeaway

An investigation by Teamsters for a Democratic Union has confirmed what many UPS Teamsters suspect: the company is cheating us out of the 20,000 full-time combo jobs we are owed under the contract.

Interviews with shop stewards and members in local unions across the county reveal that UPS is violating the contract when it comes to full-time job creation.

Teamster members are standing up by filing grievances and demanding that UPS create the full-time jobs the company owes us. Our International Union needs to back up members and local unions with a nationwide full-time jobs audit and contract enforcement campaign.

UPS is obligated by Article 22.3 of the contract to maintain 20,000 full-time combo positions. The contract requires the company to have completed this full-time job creation by Aug. 1—including 2,500 new full-time jobs that UPS had to create in the last year.

Not only has UPS failed to create the 20,000 jobs, but stewards across the country report that the company is destroying full-time combo jobs by not bidding the jobs when they go vacant.

Reports from UPSers

Teamsters in Los Angeles, Atlanta, Sacramento, Spokane, New York, Cincinnati, Orange County, Calif., Toledo, Seattle, Memphis, Baltimore, Roanoke, Va., Little Rock, North Carolina and other local unions report that the company has created few, if any, full-time Article 22.3 jobs since Aug. 1 of last year.

When combo jobs are vacated, they say management will delay posting the position, and when possible, not fill the job at all.

Stewards in Seattle Local 174 report that management has eliminated 10 percent or more of the full-time combination jobs in the Redmond Hub alone by refusing to fill vacant positions.

In a few cases, members report that combo employees have been laid off.

UPS managers and even some Teamster business agents have claimed that the company has the right to eliminate combo jobs because of "loss of volume."

No language exists in the contract to back up this claim. In fact, this argument was specifically rejected by an arbitrator when the company tried to use it to back out of its obligation to create full-time jobs after we won the 1997 strike.

In some cases, management claims that it has relocated the full-time jobs to other locals. But our follow up investigations into these locals indicate otherwise.

Thousands of Missing Full-Time Jobs

We don't know exactly how many Teamsters UPS is cheating out of a full-time combination job. Reasonable estimates climb into the thousands. Management has created few of the 2,500 full-time jobs it was required to fill in the year ending Aug. 1. Include the jobs that have been allowed to go vacant and the numbers add up fast.

But there is no reason that stewards have to wonder. Our contract gives our union a powerful tool for enforcing our right to 20,000 full-time combo jobs.

Article 22.3 requires the company to give the International Union a list that details and identifies all 20,000 combo jobs the company will maintain. The contract says that UPS had to turn this list over to the IBT sixty days after the contract was ratified.

That was more than five months ago. But as we go to press, the International Union has never provided this list to local unions, making contract enforcement much more difficult.

What the IBT Can Do

Our International Union needs to act now to stop UPS's full-time jobs takeaway. The Parcel Division must launch an immediate and comprehensive nationwide audit of Article 22.3 jobs.

Each local union should be provided with a list of the Article 22.3 jobs that UPS claims it is maintaining. Business agents and shop stewards could then compare the company's list with the full-time jobs that are actually filled in the local union.

Grievances can be filed locally and the Parcel Division could file a national grievance to demand that UPS immediately post all vacant positions until at least 20,000 combo jobs are filled.

Eligible Teamsters who were denied access to a combo position by the company's violation of the contract should receive full back pay.

Failing to create and fill full-time jobs saves the company many millions of dollars a year. This money belongs in the pockets of the working Teamsters who have been cheated out of their full-time job. Only by demanding backpay will we give the company a financial incentive to follow the contract.

Make UPS Deliver the Full-Time Jobs They Owe Us

"We want every full-time combo job we were promised. We didn't go on strike in 1997 to see these jobs disappear. When the contract is being violated on such a large scale, our union needs to take decisive action.

"Teamster members are organizing ourselves in Sacramento. We circulated flyers to inform members about the issue and collected petition signatures to demand that UPS fill all vacant positions.

"We have filed grievances and we are going to keep the pressure on until UPS delivers the full-time jobs they owe us."

Anthony Gonzales, Lee Michalek, Mike Black, Dave Gonzalez (l to r)
UPS, Article 22.3 combo workers, Local 150, Sacramento

What Members Can Do

Concerned Teamsters are taking action to protect full-time jobs. You can too.

Make a list of all the full-time combo jobs that have gone vacant and not been filled in your building.

File a grievance. Your grievance should state that the company is violating Article 22.3 of the contract by failing to create and maintain 20,000 full-time jobs nationwide.

Your remedy should state that the company should cease and desist from violating Article 22.3, immediately post and fill all vacant Article 22.3 positions, and make affected Teamsters whole in every way including but not limited to restoration of full-time job opportunities and full backpay.

Ask your local union to get UPS's Article 22.3 full-time jobs list from the Parcel Division and to share it with members and stewards so the contract can be enforced.

Your local union can also file an information request. Federal law requires UPS to comply with a request from the local for the list of jobs that UPS is maintaining in the local's jurisdiction under Article 22.3.

For advice and a sample grievance and information request, call Teamsters for a Democratic Union at 313-842-2600 or go to www.MakeUPSDeliver.org

Together, we can make UPS deliver the 20,000 full-time jobs they owe us.

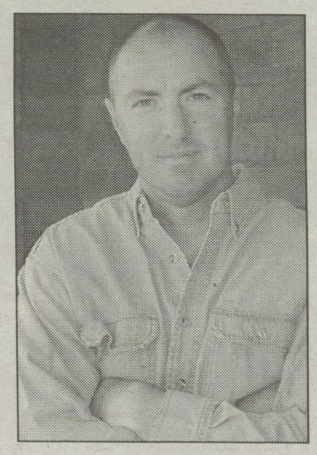
No Evidence of Full-Time Job Creation

"UPS is obligated to maintain 20,000 full-time, combo jobs nationwide as of Aug. 1—including 2,500 jobs that had to be created in the last year.

"There has been little to no evidence of new job creation in the last year in Louisville, and we are UPS's largest hub in the country.

"Our International Union needs to be working with local unions and shop stewards to audit full-time job creation and make sure that UPS creates and maintains every one of the 20,000 full-time combo jobs that we went on strike to win in 1997."

Mark Huckleberry, UPS
Local 89, Louisville



Minneapolis Members Spread Information, Hope

Members Weigh Cuts at *Star Tribune*

Our union agreed to concessions behind closed doors.

Now members are networking and spreading information to make sure members get an informed vote.

As *Convoy* goes to press, Teamster drivers, pressmen, and mailers at the *Minneapolis Star Tribune* are facing separate proposed contract reopeners that would cut their wages by 10 percent.

The three new contracts are supposed to help the newspaper financially. But some members are suspicious, especially because the company has been making statements this year that it is solvent and making good profits.

The new deal was negotiated in secret, with International rep Brad Slawson leading the talks. Rank-and filers have been distributing leaflets, urging a No vote.

Two years ago the private equity firm Avista bought the *Star Tribune*. Now the union is warning that the paper may go bankrupt if workers don't accept the cuts. There have been rumors of bankruptcy circulating in the media, but the publisher Chris Harte has been denying them.

"We are a strong and profitable company," he told employees in February.

In July, the newspaper withheld a quarterly interest payment to holders of second-tier debt, but Harte again publicly denied bankruptcy speculation, saying it was restructuring its debt plan with senior creditors.

Closed-Door Talks

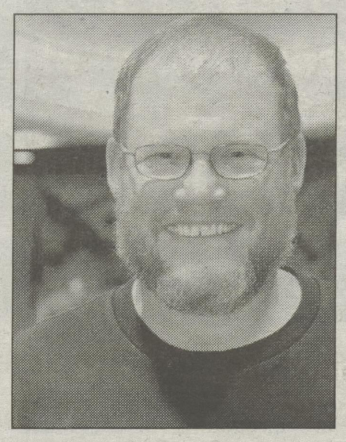
Members of the elected bargaining committees from the three locals were kept out of the negotiations, and it's been up to rank-and-file members to educate members about the details of the agreement.

"When members have asked questions about what's in the agreement, our BA has told them to wait until the ratification meeting," said Rick Sather, a Local 638 driver. "That's just not acceptable when our jobs are on the line."

Three different locals represent Teamsters at the paper: drivers are in Local 638, mailers in Local 120, and pressmen in GCC 1-M.

Rank-and-File Networking

Members from all three unions, as well as other members of Machinists and the Newspaper Guild, have formed the Newspaper Workers Rank-and-File Solidarity Support Committee to give members an informed vote.



Our Union Has to Be About More than Fear

"Everyone knows the newspaper industry is having tough times, and members are rightfully worried about our jobs and our future. But our union has to be about more than just fear.

"That's our job, to show that when we work together, we can have some hope."

Rick Sather, *Star Tribune*
Local 638, Minneapolis

A flyer by the group, informing members about the concessions, says: "Concessions don't save jobs."

For the drivers, the new contract comes just one year into their four-year contract. The pressmen still have 28 months left on their contract, and the mailers 11 months.

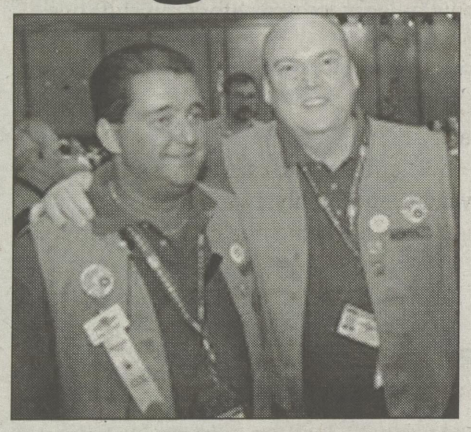
This is the second time this summer Local 638 members have been asked to water down their agreement. In June the union asked members to give up their 20¢ raise slated to come in on July 1. Members voted unanimously not to vote on the offer, and they got the raise bump.

"Everyone knows the newspaper industry is having tough times, and members are rightfully worried about our jobs and our future. But our union has to be about more than just fear," Sather said.

"Our job is to show that when we work together, we can have hope. That starts with keeping members in the loop."

The Hogans Want Hoffa to Fight IRB

Hogan Family Turns on Hoffa



Bobby Hogan (left) and International VP John Coli at the 2006 Teamster Convention. The Hogans were major political supporters of Hoffa.

Bobby Hogan, the former secretary-treasurer of Chicago Local 714, has lashed out at IBT President James Hoffa for a "…cowardly abdication of leadership, a betrayal of basic union democracy and of long-time supporters."

In a July 17 letter, Hogan accuses Hoffa of becoming a tool of the Independent Review Board (IRB).

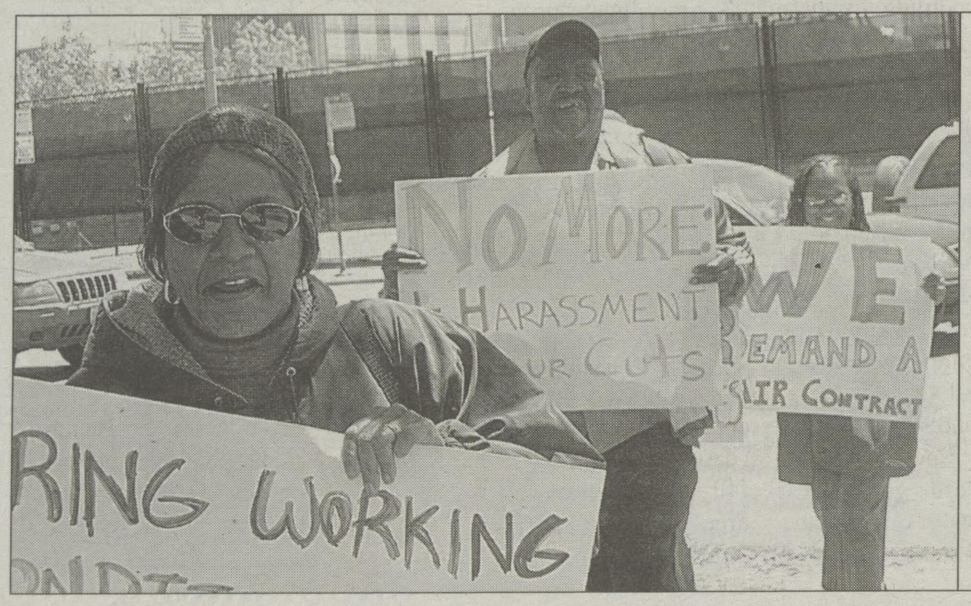
The letter is noteworthy because the Hogan family members have been major political supporters of Hoffa.

Billy Hogan, Bobby's father, was Hoffa's original running mate in 1996 on the Hoffa-Hogan ticket. Hogan was later dropped from the slate when the IRB, the anti-corruption body that makes recommendations to the union, started investigating Hogan and Local 714.

Hogan also criticizes the IRB's filing of charges against Teamsters for having personal associations with former Teamsters who have been expelled from the union.

In June, Hoffa placed Local 714 in trusteeship, following a recommendation of the IRB to do so. Hoffa's statement of reasons for the trusteeship included serious charges that the union was run for the benefit of the Hogan family.

You can take a look at the letter at the TDU website. Go to www.tdu.org/hogan.



Teamsters Rally on Chicago's South Side

Members and supporters of Teamsters Local 743 rally at Friends Family Health Center on Chicago's South Side.

Teamsters at the health clinic haven't had a wage increase since 2005, and they've been working without a contract for two years.

Now new leadership in Local 743 and members are working together to break the stalemate and win improvements for FFHC Teamsters.

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Local 355 Teamsters Want the Facts

Is Baltimore Pension Fund Driving Blind?

In March the Local 355 pension fund froze the pensions of thousands of Teamsters. Now members are getting organized to win improvements.

Ever since the Baltimore Local 355 fund cut the pension accrual rate to zero, members have been asking why the cuts happened, and what the local is doing to restore the cuts.

Now their fund is telling them it won't answer their questions. But members aren't taking No for an answer.

In February, Local 355 President Denis Taylor said the fund would be in the Red Zone, the worst funding level, if he didn't cut the accrual rate to zero. Members have had their pensions frozen since the cuts took effect on March 1.

Now the fund is officially in the Green Zone, the highest level. But how it got there has never been explained to members.

Rank-and-file members in Local 355 have obtained the actuary's report that recommended the cut.

What the report does not say: how big the cuts should be, how long they should last, or how the cuts will affect the fund.

When members requested an explanation of how the cuts are affecting the fund, the fund administrator refused to disclose their projections. The fund said they already answered members' questions.

"They say they've told us everything we need to know, but they haven't told us when our benefits will be restored," said Keith Reinhard, a Local 355 DHL delivery driver. "Our pension fund is either keeping members in the dark—or they're driving blind."

Pension Protection Act

Rumors are circulating in the local that the Pension Protection Act, the new pension law that took effect on Jan. 1, forced the fund to cut the accrual to zero.

But the new law does not mandate cuts. The PPA requires funds to declare if they are in the Red Zone, Yellow Zone, or Green Zone, based on their funding level and other factors.

The law also requires funds in the Red and Yellow Zones to create a plan to get above 80 percent funding in 10 years.

Plans in the Red or Yellow Zones do not have to cut benefits. The Central States Pension Fund announced earlier this year that it was in the Red Zone, but assured Teamster members that no further cuts were planned.

"Like politicians, our officials have gotten comfortable with a long term in office and they think they can just sail through," said Reinhard. "They need to be held accountable for their actions and deal with the problems in front of them."

Pension Bill of Rights

Members of Local 355 have launched a petition campaign to win a Pension Bill of Rights to protect their benefits. The Bill of Rights includes:

- The right to be informed and to get regular updates about their fund.
- The right to an accrual and an end to the pension freeze.
- The right to have a say if cuts are needed.

The movement is catching on. "I met some other members before my shift one morning and asked other drivers to sign the petition," reports Kenny Walker, a UPS package car driver at the Hunt Valley building.

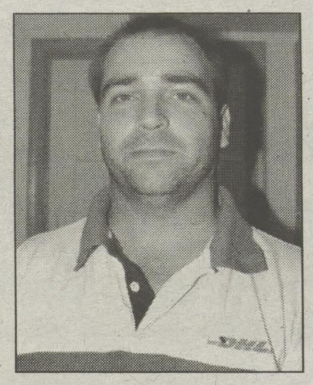
"We got over 120 signatures in a little over an hour. Only two people we saw wouldn't sign—and one of them was late and running to get in the building."

Building TDU

Since the cuts, TDU members in the local started distributing more *Convoys* and special pension bulletins. TDU has lined up attorneys to help members obtain important plan documents from the fund. And TDU organized an informational meeting to give members the facts about the new pension law and their benefits.

"It's because of TDU that we've been able to get information from our fund and get it out to members. Now our job is to make that network even bigger."

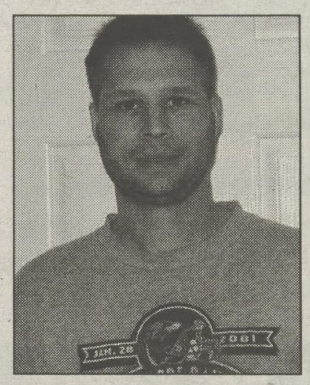
Keeping Members in the Dark?



"Our pension fund says they've told us everything we need to know, but they haven't told us when our benefits will be restored.

"Our fund is either keeping members in the dark—or they're driving blind."

Keith Reinhard, DHL
Local 355, Baltimore



Cuts Hurt Younger Teamsters

"These cuts are going to hurt younger Teamsters the hardest. We don't have years of accrual saved up. The longer these cuts last, the harder it will be for us to take early retirement."

Norman Garbarino, UPS Inside
Local 355, Baltimore

New York Local 804

Members Still Looking for Straight Talk on Benefits

This spring, UPS Teamsters in New York voted by more than 90 percent to pass new bylaws to require the Local 804 Executive Board to provide members with information about the local's pension and health funds.

But months later, members are still having trouble getting straight information about their benefits.

In July, the Local 804 Pension Fund finally responded to members' requests for pension documents—and turned over some information, including reports from various investment managers.

But the fund continues to violate federal law by refusing to turn over the most important documents that members requested—including the Actuarial Valuation Report and other actuarial reports, despite a specific request for this information from members' legal counsel.

Members are legally entitled to these documents. Every other major Teamster fund has provided this information to members within 30 days or less—sometimes without charge.

In contrast, the Local 804 Pension Fund not only refused to turn over documents, it even charged members for documents it refused to provide. Local 804 shop steward Tim Sylvester was billed more than $125 for pension documents—but more than 25 percent of these documents were missing!

Sylvester and other leaders of *Local 804 Members United* are following up with the fund through their legal counsel, attorney Ann Curry Thompson.

Concern Over Health Benefits

Local 804 members are also still looking for straight answers about the Local 804 Health Fund and the future of members' health benefits and retiree healthcare.

An investigation by Local 804 Members United revealed that the Health Fund lost $18 million over four years—according to the fund's own financial reports.

Their investigation also revealed that Local 804 officials voted to reduce UPS's contributions to the Health Fund and divert the money to the Pension Fund—a move that accelerated the Health Fund's multi-million dollar losses.

Local 804 officials have responded by telling members that the Fund did not "lose" $18 million; it just "spent" $18 million more than it took in! Accountants call that losing money—and so do the fund's own financial reports.

Local 804 members deserve more than word games—especially when their health benefits and retiree healthcare are at stake.

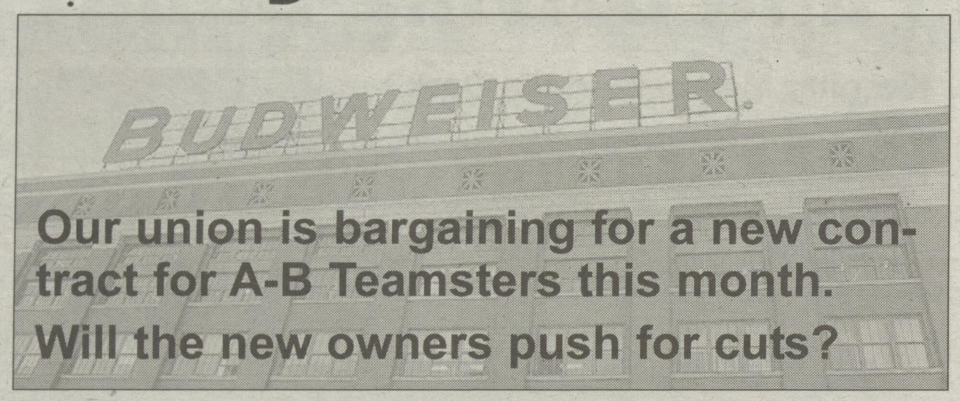
No one has suggested that the fund's money mysteriously disappeared! Leaflets can be downloaded at www.804membersunited.org that explain how the fund's losses occurred.

What Local 804 members want to know is whether the money that was negotiated under the new UPS contract will be enough to rebuild the Health Fund's depleted reserves and maintain current health benefits without cuts, increased co-pays or hikes in the cost of retiree healthcare.

Local 804 and UPS promised members in a signed a memorandum of agreement that 70¢ out of the $1.00 negotiated for benefits in the first year of the contract will go to the pension fund.

That leaves only 30¢ for the Health Fund, not much money to cover protect the benefits of members and retirees and rebuild the fund's reserves.

Early Deal for Bud Teamsters?



A new report speculates that Anheuser-Busch management may seek an early contract before the InBev takeover even takes effect.

The Teamster contract covers 7,000 Teamsters at A-B, and it expires on March 1, 2009.

Talks on the new contract are scheduled for this August in Cincinnati.

A-B Teamsters are still reeling from the news that their company is being bought by Brazilian-Belgian brewing giant InBev.

The new company will be the largest brewing company in the world.

$1.5 Billion in Cuts

InBev CEO Carlos Brito has a reputation for brutal cost-cutting. The company has announced that they plan to shave A-B's expenses by $1.5 billion by 2011.

Most of the early cuts will hit management and administration. The new owners have pledged they will not shut down any of A-B's twelve North American breweries.

But unions in Belgium, Canada, and Brazil warn that InBev takes a tough approach at the bargaining table.

Canadian brewery workers who work for Labatt found themselves under the gun thirteen years ago when InBev bought the Canadian brewer Labatt.

In response, they formed an alliance of unions, the Canadian Brewery Workers Alliance (CBWA). This was necessary to build unity and strength among the seven different unions at the seven Labatt breweries across Canada.

U.S. Teamster locals at Anheuser-Busch and the IBT have a good ally and information source on InBev in this alliance.

Talks in August

The InBev takeover will not go through before negotiations start, and our union will still be dealing with current A-B management.

A report in the *St. Louis Beacon* talked to several industry and labor experts who expect A-B to push for an early deal.

Some members hope that an early deal, before the takeover is completed, would keep InBev management out of talks. The *Beacon* report quotes other experts who expect InBev to play a big role at talks, even if it's not at the table.

Will InBev go for cuts in the new contract?

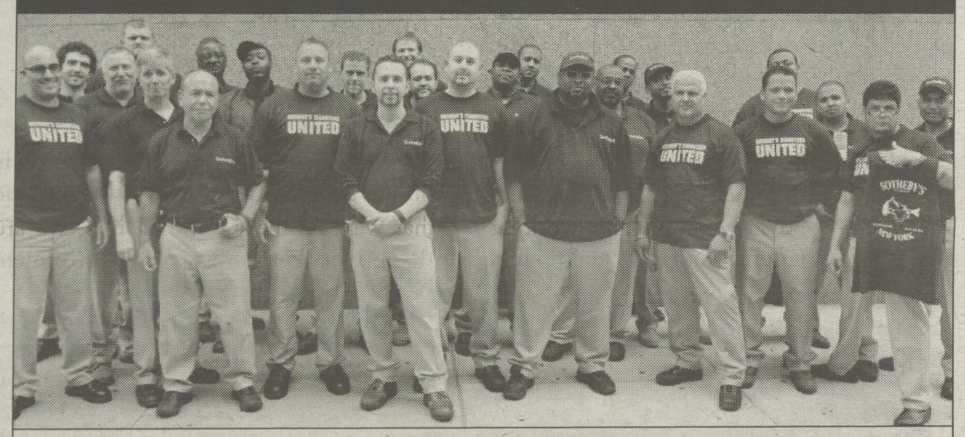
It's up to the International to get members information about the union and company proposals. We need to be informed and united.

The International has launched a new website to keep members informed about the takeover, and they reached out to other brewery unions in other countries.

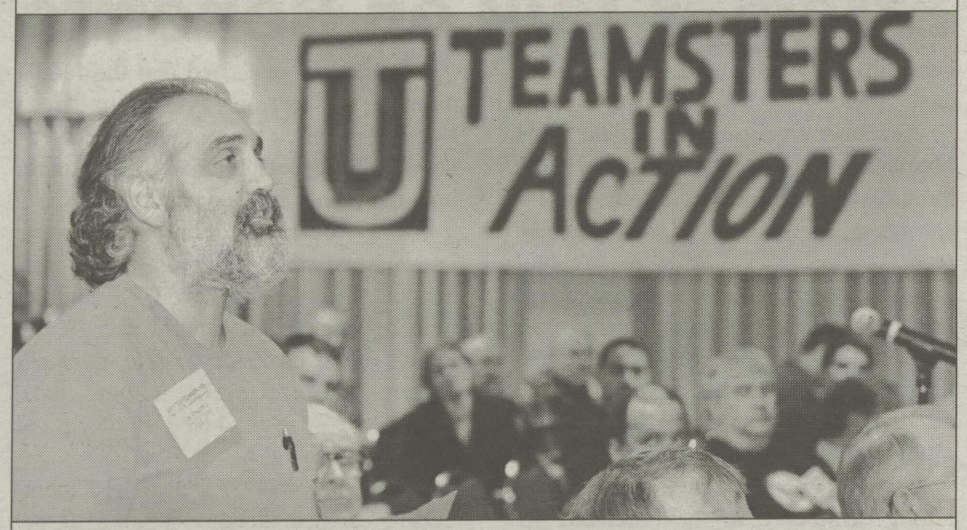
TDU will do its part to make sure that members get all the information they need to be involved and win a strong contract.

What do you think? Call TDU at (313) 842-2600 or send an email to info@tdu.org and share your comments.

TDU Convention: We'll Be There



At the 2007 TDU Convention, Sotheby's Teamsters started the training they needed to launch a winning contract campaign. Leaders of their campaign will be at TDU's 2008 Convention in Cleveland to help show other Teamsters how to replicate their contract success.
(photo: James Lamboy)



"The TDU convention is where I go to get recharged. It's where ideas and information are shared with some of the best freight Teamsters you'll find. Members get a sense of what real unity in our union could make possible. We set priorities and make plans. Every Teamster should take the opportunity to check out TDU. You won't regret it."

Joe Medrano, USF Holland, Local 614, Pontiac, Mich.

Freightlines

DHL Cuts Jobs

Less than two months after members ratified a concessionary contract that IBT officials touted as saving jobs, DHL has implemented layoffs, which could be permanent cuts.

Those with sufficient seniority are being offered the option to bid on part time positions, which the new contract allows.

It seems clear DHL got what they wanted from those negotiations.

New Drug Testing Regs: Company Reps May Watch

The Department of Transportation (DOT) has issued a new regulation effective August 25 that allows for "observed collections of urine samples." Direct observation is required for all prior positives currently requiring testing and includes all return to duty and follow-up drug testing. This does not affect normal random testing.

The new regulation also lists new refusals to test in addition to those already existing. They include "confrontational behavior during testing," "failure to follow instructions on raising and lowering clothing and permission to observe," "refusal to wash hands after being directed to do so," "use of a prosthetic device or other device that could be used to interfere with the collection process," or "the employee admits that he or she adulterated or substituted their specimen." A refusal to test is considered and treated the same as a positive test.

Chicago Local 705 Contract Negotiations

Little progress has been made in negotiations for a new contract covering freight Teamsters in Local 705. Members overwhelmingly passed a strike authorization vote and lent their support to the bargaining committee.

However representatives for Yellow, Roadway, Holland, and ABF are stonewalling the union. The next negotiating sessions are scheduled for August 5 and 7. Updates are posted at www.teamsterslocal705.org.

Kansas City Rejects APWA for the Third Time

UPS Freight Teamsters in Kansas City have rejected the Association of Parcel Workers of America for the third time by a vote of 157-58. This outfit is a wrong turn down a blind alley for Teamsters who want positive change.

Wearing Teamster and TDU Pride

More than 80 Teamsters wear TDU T-shirts to work every Thursday at the UPS hub in Manhattan.

Our message? We are informed and united Teamsters working together to enforce our rights and rebuild union power.

Local 804 members at the 43rd Street UPS hub in Manhattan are wearing TDU T-shirts to show they are sticking together and determined to rebuild Teamster unity and power.

By William Riley, UPS Local 804, New York

There is a question being asked by the Local 804 rank and file at the 43rd Street Hub and the question is: "What happened to the local that we were once proud of?"

The recent giveback contract cemented our feelings on this question. My opinion is that Local 804 has become too much of a private club and members are not invited to join. Sure, our officials still handle grievances. However, I find it amusing when they win a grievance and then they obligate a member or members to take a photo with check in hand to show how magnanimous they are.

We once had a union that we were proud of, but let's face it: the Hoffa crowd at Local 804, as well as in the International Union, has lost their moral compass.

That is why I decided to join Teamsters for a Democratic Union. This organization of proud Teamsters and union organizers has given us information and facts while those whom we have placed our trust in have not!

A Sea of Solidarity

I find it quite interesting that UPS management and local officials, who were recently touting how great our contract was, were once again united in fear and anger when they started seeing more than 80 rank-and-file Teamsters wearing 100% cotton pre-shrunk t-shirts at the 43rd Street Hub every Thursday.

Could it be the large TDU logo on the back of the shirts? You bet! And I wear it with pride.

I can understand why UPS management reacts when they see a sea of Teamsters uniting in solidarity. That is what UPS fears the most.

But why the negativity from our local officials? The slogan of the Local 804 Members United movement is: Informed and United Teamsters Building a Strong Local 804. Which part of that equation does our Executive Board have a problem with?

We are not "dividers," nor are we "troublemakers." We are proud and powerful rank-and-file Teamsters—men and women—who are uniting and working together to enforce our rights and rebuild our union's power.

Our involvement is paying off. In the last eight months, we have voted down contract givebacks, beaten pension cuts, passed bylaws that require our Executive Board to give members real information about our benefit funds and during contract negotiations, and exposed the loss of $18 million in assets by our Local 804 Health Fund.

The power of our once proud union is on the decline. But it doesn't have to be that way. At the 43rd Street hub, we are doing what we can to put the movement back in the labor movement.

Fundraisers Bring in $15,000 for Rank-and-File Movement

TDU members and supporters have raised over $15,000 for the Teamster reform movement this year at house parties and get-togethers in Boston, New York, and Chicago.

More events are being planned now.

The fundraising events bring together Teamster members with other unionists, labor educators, community activists and other supporters of the Teamster reform movement.

"Our meeting was positive, upbeat—and a real success. We got together in a bar, ate good food, and shared our vision for the labor movement with other Teamsters, friends from other unions, labor lawyers, and teachers," said Gary Brooks, a member of the TDU Steering Committee and Chicago Local 705, who helped organize the July 10 Chicago event. "We were building support and crossing boundaries with people who believe in the cause—fighting for working men and women."

"It was great to see how inspiring the work of TDU is to members in other parts of the labor movement."

The Chicago event, our most recent fundraiser, took in over $4,000. Invitations to attend were signed by author Studs Terkel.

"It was great to see how inspiring the work of TDU is to members in other parts of the labor movement," said Gary Brooks from Chicago Local 705.

Funds from the events help support the Teamster Rank and File Education and Legal Defense Foundation (TRF), the educational and legal arm of the Teamster reform movement.

TDU members and friends are planning more local fundraisers in the coming months, starting with a California Bay Area get-together in September. If you're interested in setting up an event in your area, call (313) 842-2600 or email info@tdu.org.

Wear Your TDU Pride

Size	Price	Quantity	Total
S	$15		
M	$15		
L	$15		
XL	$15		
XXL	$15		
3XL	$18		
4XL	$18		
Shipping: $2 per shirt			
		Total	

❒ Check or Money Order Enclosed

❒ MC/Visa/AmEx/Discover # _____ Exp. date: _____

Signature: _____

Name: _____ Local: _____

Address: _____

City, State: _____ Zip: _____

Return to: **TDU, PO Box 10128, Detroit, MI 48210.**
(313) 842-2600. Fax (313) 842-0227 • info@tdu.org • www.tdu.org

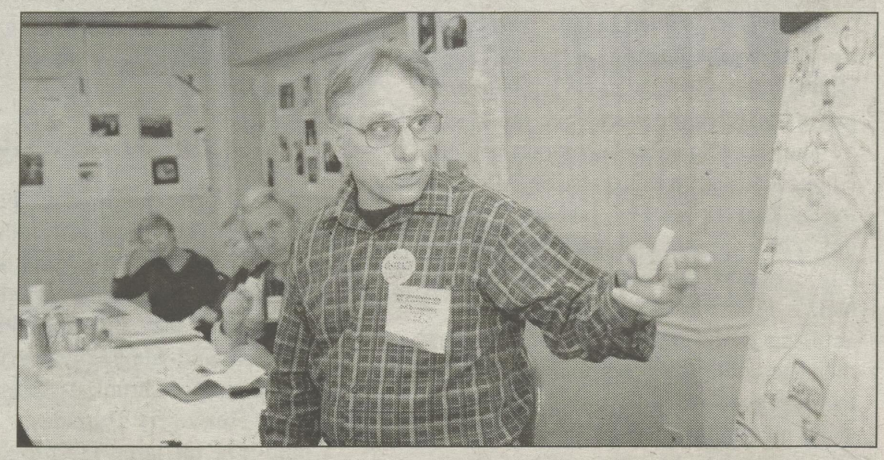
Attend the 2008 TDU Convention

Oct. 24–26 ◆ Cleveland Airport Sheraton

Teamster Education That Gets Results

Do you want to know more about what you can do to enforce your contract, protect your rights, and get members involved?

Grounded in real-life experience and taught by Teamster leaders and experts, the workshops at the TDU Convention can help you get results.



2008 Convention Workshops

Steward's Toolbox
A series of three workshops on writing and investigating grievances, how to choose your battles, and proving your case to panels and arbitrators.

TDU Success Stories
Hear from members who are running successful contract campaigns, winning local union office, and uniting members to reverse pension and benefit cuts—and how they're doing it.

Winning Strong Contracts
Members who have won stronger contracts share tactics that unite members at work and at the bargaining table.

Teamster Power in the Global Economy
Find out how Teamster industries are changing and what those changes mean for organizing and union power.

Dealing with Management Safety Programs
Turn the tables on management safety quizzes and programs that blame the worker for accidents and injuries.

Secrets of an Effective Organizer
Learn from veteran union leaders how to get members involved and turn apathy into action where you work.

And many more. Plus special meetings for UPS, freight, rail, DHL, UPS Freight, movers, ready-mix, African American, Latino and women Teamsters.

"The workshops at the TDU Conventions are some of the best resources for members who want to know what employers have in store for our union and what we can do to win strong contracts and protect our rights."

— Larry Davis, Gina Alvarez, and Richard Berg
Local 743 Officers, Chicago

Make Your Plans Today

Now is the time to make your plans. Call (313) 842-2600 or go to www.tdu.org/convention to register for the TDU Convention or get more information.